



DEPARTMENT OF THE ARMY
HEADQUARTERS, 35TH AIR DEFENSE ARTILLERY BRIGADE
UNIT #2075
APO AP 96278

SEP 05 2017

EAAD-Z

MEMORANDUM FOR All 35th Air Defense Artillery Brigade Assigned Soldiers and Civilians

SUBJECT: 35th Air Defense Artillery Brigade Policy Memorandum #13 – Treatment of Persons

1. References:

- a. Army Regulation (AR) 600-20 (Army Command Policy), 6 November 2014
- b. AR 380-67 (Personnel Security Program), 24 January 2014
- c. 8A Policy Letter # 14 (Treatment of Persons), 1 April 2016

2. Purpose: To prevent incidents of bullying and hazing and promote the fair and equitable treatment of all persons in 35th Air Defense Artillery Brigade.

3. Policy: This command is committed to preventing and eliminating hazing and bullying. Commanders at all levels are responsible for eliminating hazing and bullying behavior within their formations. Hazing and bullying have a negative impact on readiness. The physical or mental injury caused by hazing and bullying damages the medical readiness of the force. It further destroys trust and cohesion among Soldiers and erodes the foundation of the Army values and Warrior Ethos.

4. Hazing is defined as any conduct whereby a Servicemember or members regardless of service, rank, or position, and without proper authority, recklessly or intentionally causes a Servicemember to suffer or be exposed to any activity that is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to participate in any such activity is also considered hazing. Hazing need not involve physical contact and need not be committed in the presence of the victim. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator.

5. Bullying is defined as any conduct whereby a Servicemember or members regardless of service, rank, or position, and without proper authority, intends to exclude or reject another Servicemember through cruel, abusive, humiliating, oppressive, demeaning, or harmful behavior, which results in diminishing the other Servicemember's dignity, position, or status. Bullying may include abuse of authority.

6. Victims of bullying, hazing and maltreatment are encouraged to report incidents to their chain of command and/or appropriate Inspector General's office. These incidents

7. Commanders are responsible for coordinating with the Equal Opportunity Advisor (EOA) or Civilian Equal Employment Opportunity (EEO) representative to ensure that all hazing or bullying allegations are recorded and tracked in Equal Opportunity Reporting System (EORS) regardless of the type of investigation conducted into the hazing or bullying allegation (law enforcement, IG, or administrative). Although administrative investigation into hazing or bullying are not EO investigations, EOAs will ensure that these incidents are recorded in EORS for tracking purposes. For authenticated incidents of hazing/bullying, commanders will ensure the security manager records the derogatory information as an incident report in JPAS (or subsequent systems) in accordance with AR 380-67 for all Soldiers/Civilians who possess a security clearance.

8. POC for the above information is the Brigade Equal Opportunity Advisor at DSN: 315-784-7877.

9. Ready in Defense!


RICHARD W. WRIGHT
COL, AD
Commanding